

LAS VEGAS POLICE PROTECTIVE ASSOCIATION CITY MARSHALS UNIT

Contract Summary

June 18, 2006 through June 25, 2011

Article 8 Holidays: The parties agreed to eliminate the Floating Birthday holiday and adding Christmas Eve Day as a holiday.

Article 9 Annual Leave: The parties agreed to increase the annual leave accumulation from 6.92 hours to 7.7 hours bi weekly after completion of 15 years service.

Article 10 Sick Leave: Under section J, the parties eliminated the reference to FMLA as leave excluded from the non-use sick leave bonus.

Article 11 Hours: The parties agreed to raise the TILO cap from 200 hours to 300 hours.

Article 12 Retirement: The parties agreed that the City would continue to pay the current PERS contribution rate but any increase would be split by the parties with each paying 50% of the increase in the contribution rate.

Article 14 Grievance Procedure: The parties tentatively agreed on a revision that would allow the employee to proceed to the next step if management fails to respond to the grievance at any step of the procedure. The parties would limit the appeal of a written reprimand to the City Manager. Appeals of disciplinary actions of 80 hours or less would be referred to the AAA Expedited Labor Procedures. Appeals of disciplinary actions of over 80 hours would be referred to either FMCS or AAA depending on the agreement of the parties. Upon mutual agreement, contract interpretations would be referred to the AAA Expedited Labor Procedures or the regular process if no agreement is reached. A Just Cause section would be added to the article and eliminated from the Definitions article.

Article 17 Wages: The parties agreed to a five year agreement which includes Cost of Living Allowances of 4%, 3.75%, 3.75%, 3.75%, and 3.75% for each of the respective five years.

POST Certification Incentive Pay would be eliminated for employees hired after the signing date of the agreement. Current employees with an intermediate certification will receive a one salary grade advancement and be placed on salary grade PM 7 or PM 16 depending on their classification and current employees with an advanced certification will receive an additional two salary grade advancement and be placed them on salary grade PM 9 or PM 18 depending on their classification. The employee's salary step number would not change.

All employees of the bargaining unit actively employed on August 9, 2006 will receive a one-time \$2,500 gross lump sum contract signing bonus.

Article 18 Uniform Allowance: The allowance was increased from the current amount of \$1,225 to \$1,275 the first year of the agreement, and increased an additional \$50 each year of the agreement thereafter.

Article 20 Seniority: No change in the current language but the parties agreed to meet and confer to try to resolve various issues pertaining to the Municipal Court Marshal's assignments.

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Article 23 Reserve Officer Program: The parties agreed to limit the number of officers from 15% of current Detention and Enforcement staff to a maximum of 2 officers per Division. The Municipal Court number was reduced from 25% of current staff per Division to a maximum of 3 staff members per Division.

Article 26 Promotions: No change in current language but parties agreed to meet and discuss the Associations concerns regarding promotion to Sergeant.

Memorandum of Understanding: The parties agreed to incorporate a MOU regarding extension of probation for new employees. The MOU will be incorporated in Article 2, Definitions, under probationary employee.

Other Issues:

The City agreed to settle the pending EMRB case regarding a section of the prior contract. There has been an issue regarding making one compensation provision of the contract retroactive to the beginning of the contract.

8/16/06